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# A VIEW FROM FEW

AN ORGANIZATION FOR OPPORTUNITY AND EQUALITY FOR WOMEN IN  
GOVERNMENT

Space Coast Chapter, Kennedy Space Center, FL

July/August 2000

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## SPACE COAST CHAPTER, FEW

1999 - 2000

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<b>President</b>	<b>Aneta Ott</b>
<b>Finance</b>	<b>Clara Anderson</b>
<b>Public Relations</b>	<b>Jean Grenville</b>
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<b>NTP/RTP Planners</b>	<b>Connie Dorbin/Barb Powell</b>
<b>Nominations</b>	<b>Arden Belt</b>
<b>Webmaster</b>	<b>Debbie Ward</b>
<b>Presidents Task Force</b>	<b>Vickie Hall</b>
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<b>Treasurer</b>	<b>Christy Vanasse</b>
<b>Membership</b>	<b>Patsy Leonard</b>
<b>Sunshine</b>	<b>Suzanne Worland</b>
<b>Environmental</b>	<b>Vacant</b>
<b>Secretary</b>	<b>Jane Eitel</b>
<b>Scholarships</b>	<b>Christy Vanasse</b>
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<b>Historian</b>	<b>Carolyn Burnham</b>
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<b>Past President</b>	<b>Vickie Hall</b>
<b>National Legal Chairperson</b>	<b>Karin Biega</b>
<b>Regional Awards</b>	<b>Becky Fasulo</b>
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<b>Regional Legislative Chairperson</b>	<b>Vickie Hall</b>
<b>NTP 2002 Acting Chairperson</b>	<b>Clara Anderson</b>



## PRESIDENT'S MESSAGE

First of all I would like to thank everyone who attended the Installation Dinner. What an amazing thing for us, our 30th anniversary and how inspiring to have so many of our past Presidents in attendance. At this time I would also like to thank Rick Arbuthnot, the Director

Workforce and Diversity Management Office for attending. It was nice having his vote of confidence in me.

It is a great honor for me to serve as the FEW Space Coast Chapter President for the year 2000 – 2001 term. FEW represents not just the solution to existing problems, but the continuing commitment to resolve them. When I joined this organization I didn't know I would become so involved, but being involved has made me a better employee and a better person.

What a great group of women we have in this organization! It is amazing how things get done from the beginning idea to the ending result. Such things as our training seminar year after year, cleaning up the beaches, Christmas gifts for the needy, monthly support to Baxley Manor and the Voter Registration Drive. Everyone has a part and it all comes together.

This coming year we will continue with all of our existing projects that I have just mentioned as well as present some new programs of interest to our members in the areas of health, cultural awareness, financial planning, legislative, environmental and of course, and an even better training seminar. Please watch for the announcement of our brainstorming meeting and start getting together your ideas for programs that you would like to have presented during the year. There is lot to do with all our activities, plus the planning for our 2002 National Training Program in Orlando.

We want to continue to work with other organizations at KSC sharing our ideas and activities with other organizations. We hope to get more involved next year during Women's History Month, when we partner with FWPWG to make that celebration a part of our seminar.

I would just like to encourage all our members to join us in making this a great year of accomplishments for our Chapter. There is so much talent in this organization and we all need to be on the TEAM.

*Aneta*

### Calendar of Events

July 4	Independence Day
July 11	FEW Meeting @ Kelsey's, PSJ
July 11 - 28	KSC Savings Bond Drive
July 17 - 22	NTP in New Orleans, LA
July 28	KSC Take Our Children to Work Day
August 15	FEW Meeting @ Olive Garden, MI
August 22 - 29	NASA-KSC ISO Audit
August 29	STS-106 Flight Readiness Review



### PROGRAM COMMITTEE

**Jean Grenville**

We had a really good turnout for the July Business Meeting which was held July 11<sup>th</sup> at Kelsey's in Port St. John.

The Space Coast Chapter August meeting will be held on the 3<sup>rd</sup> Tuesday of the month, **August 15, 2000**. We'll continue this schedule for this year so go ahead and reserve the 3<sup>rd</sup> Tuesday of the month each month to support your chapter. The more you are involved, the more you will get from it. This meeting will be held at the Olive Garden in Merritt Island at 5:00 p.m. We will be presenting speakers from local community outreach organizations in order to come up with ideas for our yearly Make A Difference Day Project. You have all demonstrated your interest and commitment to this project in the past, which was greatly appreciated. Bring any ideas you have and help us make a good selection. Following the speakers, the chapter's monthly business meeting will be conducted.

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### SMILE OF THE DAY

While sports fishing off the Florida coast, a tourist capsized his boat. He could swim, but his fear of alligators kept him clinging to the overturned craft. Spotting an old beachcomber standing on the shore, the tourist shouted, "Are there any gators around here?!"

"Naw," the man hollered back, "they ain't been around for years!"

"Feeling safe, the tourist started swimming leisurely toward the shore. About halfway there he asked the guy, "How'd you get rid of the gators?"

"We didn't do nothin'," the beachcomber said. "The sharks got 'em."

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### COMMUNITY OUTREACH

**Dawn Partlow**

We have been asked to participate in "Space Coast Women Habitat Build" on **August 12th, 8:00 am - 3:00 pm**. They are looking for Volunteers (Women Only) to help build this house. The task will be installing roof sheeting and interior walls. They need a maximum of 27 Volunteers that day. (No children under 16 are permitted on the site and permission slips are required for those over 16. All tools are provided, lunch will be provided and water, soda and coffee. Must wear close toed shoes and hard hat to work on the site.

This is an amazing opportunity to publicize FEW and support the community, help a single parent trying to raise three children alone reach her dream of building her own house and letting the world know that "WOMEN CAN MAKE A DIFFERENCE"!!!

If you would like to participate in this event, please contact Dawn Partlow, 867-2895 or Aneta Ott, 867-8548 asap.

### MEMBERSHIP

**Patsy Leonard**

**Welcome new member Valarie Franklin. We're glad to have you as a new member and look forward to working with you on some of our many projects.**

### SUNSHINE

**Suzanne Worland**



Arden Belt	July 15
Tina Greer	July 19
Barbara Gurr	August 7
Carolyn Burnham	August 8
Valarie Franklin	August 20
Melodie Tucker	August 21
Letta Cribben	August 23
Suzanne Worland	August 26

**HAPPY BIRTHDAY TO YA!!**

Also if you are not listed on the Birthday list, it's because we do not have your birthday in our books, please send an e-mail to Suzanne Worland with the day so that we do not leave you out. [Suzanne.Worland-1@ksc.nasa.gov](mailto:Suzanne.Worland-1@ksc.nasa.gov)

## **LEGISLATION** **Connie Dobrin**



### **LONG-TERM CARE BILL AND OTHERS STALLED BY RECESS**

The Congress, eager to depart for summer recess, has left almost all federal spending bills languishing in the stagnant heat of a Washington August. Of the major department-funding appropriations bills, only military construction made it off the Hill before members of the House and Senate took flight to attend the national political conventions or otherwise journey away from their legislative duties. Among the other pieces of legislation placed on hold for the next month are:

HR 4040, the long-term care insurance package (the House amendments were ok'd by the Senate on July 27);

S 2900, the 3.7% federal pay raise legislation (included in the Treasury and General Government Appropriation);

HR 1102 and HR 208, both dealing with employee retirement account contributions;

H.R. 208, the TSP contributions legislation, having already been approved by the House, cleared the Senate on July 24. The bill must now wait for a conference committee to be appointed in September.

### **EEOC RULES IN FAVOR DISCRIMINATION CLAIM**

The U.S. Postal Service illegally denied employment to a Chinese woman when they cited her "English comprehension" abilities as insufficient to the needs of the work, according to last week's EEOC ruling. Twice before, the woman had applied for, and was subsequently denied, USPS positions - the first time for allegedly failing a typing test, and the second time for apparently failing a physical lifting requirement. When the woman, who is fluent in three languages, was denied a third employment opportunity - for a mail processing position - on the

grounds that the USPS was concerned about her English comprehension, a EEO claim was filed under Title VII on the basis of her race and national origin. The EEOC decided that "the agency discriminated against the complainant on the bases of race, national origin, sex, and age" in failing to select her for the third position, and ordered USPS to retroactively place the applicant in a mail processor position and pay her back wages with interest, as well as attorney fees.

### **SOFTWARE TO HELP NASA MANAGE VIDEO FOOTAGE**

Software by Excalibur Media Services Group will help NASA's Johnson Space Center manage international space station and space shuttle video footage. The software has the ability to combine video footage and generate an accessible archive nearly automatically. This will make the retrieval of archived video footage much faster and easier than it has been in the past.

### **FEHB Tax Break Plan Outlined**

The Office of Personnel Management has issued proposed rules to carry out its earlier announced plan to make Federal Employees Health Benefits premiums for active employees payable from pre-tax income. The rules, in the July 19 Federal Register, would put in place a "premium conversion" plan to be effective October 1, under which FEHB premiums will be treated as a pre-tax salary deduction. Because premium conversion lowers employees' taxable income, it reduces their tax burden. The reduction in taxable income would lower the base for federal income tax, Social Security and Medicare taxes, and, in most states and localities, state and local taxes based on income.

### **Retirees Left Out**

The FEHB tax break would apply only to active duty employees, not to retirees. The National Association of Retired Federal Employees has been working to extend a similar tax break to retirees, but is up against the difficulty of getting such a provision enacted into law in the short time remaining in the congressional work year.

### **How 'Premium Conversion' Would Work**

For a look at how the "premium conversion" program would work and what it might mean to you, go to <http://www.fedweek.com> and click the "Hot Free Info" button on the homepage.

### **Progress Seen on 3.7% '01 Raise**

Federal employees still are on track for an average 3.7 percent pay raise in January 2001, as the key spending measure for federal employees, the Treasury-Postal appropriations bill (HR-4871), has passed the House containing funds to provide an increase of that amount. The Senate counterpart panel has started drafting its own version of the bill with hopes that both chambers can pass their versions before the congressional August recess. Backers of a higher raise amount still were looking for an opportunity to attach a provision boosting the raise to 4.2 percent.

#### **Retirement Contributions Rollback Backed**

The House-passed bill (see above) further would eliminate the higher retirement contributions that employees have been paying over the last two years that currently add up to an additional 0.4 percent of salary, with another 0.1 percent of salary increase slated for next year under current law. An amendment to keep the higher contributions schedule was offered and then withdrawn during House voting. The early version of the Senate counterpart bill also would return retirement contributions to their traditional levels.

National Treasury Employees Union president Colleen K. Kelley, calling the action a "welcome development," said that repealing the higher rate would result in an increase of \$262 in the annual take-home pay of the average federal employee.

#### **House OKs Higher Investment Cap**

The House has passed a bill (HR-4843) that would raise the IRS limit on annual investments in the Thrift Savings Plan and similar tax-favored retirement investment programs to \$15,000 by 2005, up from the current limit of \$10,500. The TSP effectively sets a lower investment cap for most employees because of its percentage of salary limits. It's 5 percent of salary under CSRS and 10 percent under FERS.

#### **EMPLOYMENT IN FEDERAL SECTOR DOWN**

New data has been released that outlines the size and makeup of the Federal Workforce through March 2000. The new figures reflect downsizing that has been in effect for most of the past decade. The current number of federal civilian employees (not including postal employees) is 1,820,348, which is the lowest since 1961. The federal employment levels hit a height of 2,250,323 in 1990 but have seen

an average decrease of 1.9% per year since then.

Wisdom has two parts:

- 1) having a lot to say and
- 2) not saying it.

Nothing is as strong as gentleness or as gentle as strength.

#### **Membership Scholarship**

**Christy Vanasse**

The 2000 Scholarship Committee (Jane Eitel/Jean Rhodes/Christy Vanasse) is pleased to announce the candidates who received a scholarship award from the Space Coast Chapter this year. Of the twenty-eight applications that were received, seven finalists were selected. Everyone who applied was very deserving, making the selections difficult. The rankings consisted of weighted scores for academic grade point average, outside activities, essay, recommendations, and honors and awards. The following individuals were selected to receive awards as shown below:

Ashley A. Zysko	\$1,000.00
Simon C. Mathews	\$ 750.00
Vinh Q. Nguyen	\$ 750.00
Jessica Lieb	\$ 500.00
Trenesha L. Smith	\$ 500.00
Rachel R. Amos	\$ 500.00
Lauren M. Muratore	\$ 500.00

All participants are deserving of congratulations and have our best wishes for a successful future.

#### **SOUTHEAST REGION BOOTH**

**Becky Fasulo**

The exhibit booth this year at the National Training Program was very successful thanks to many of our members as well as several others from the Southeast Region.

First of all Clara Anderson and Karin Biega worked together and got a 3x8 foot banner made. It really turned out nice and improved the looks of our booth tremendously. Then thanks to the entire SE Region, we had several things to raffle off in our bountiful baskets. A special Thank You to Carolyn

Burnham, who donated an entire basket filled with items representing the beach, Kennedy Space Center, and Florida, and also to Jean Grenville, who donated a basket of Beanie Bears dressed in variety of costumes.

And Congratulations to Arden Belt who purchased tickets before the NTP and won the Beanie Bear Basket. Lucky Clara – she got to haul it all the way to New Orleans then bring it back again to present to Arden! But it was a great draw to sell tickets. Clara and Karin donated 2 space gorillas, which were another draw. Everyone stopped to play with them. My sister crocheted an afghan, which collected lots of interest and tickets. So we had a full and interesting booth. In all we collected \$504.00 on the raffles. We had plenty of volunteers to man the booth and it all worked out great. Thanks again to everyone who helped with the booth and/or donated items for the baskets.

### **Subject: Noah's Ark**

All I will ever need to know I learned from the Noah's Ark story:

One. Don't miss the boat.

Two. Remember that we are all in the same boat.

Three. Plan ahead. It wasn't raining when Noah built the Ark.

Four. Stay fit. When you're 600 years old someone may ask you to do something really big.

Five. Don't listen to critics, just get on with the job that needs to be done.

Six. Build your future on high ground.

Seven. We were meant to travel in pairs, it was planned that way.

Eight. Speed isn't everything. The snails were on board with the cheetahs.

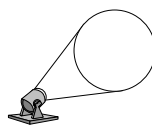
Nine. When you're stressed, float awhile.

Ten. Remember the Ark was built by amateurs, the Titanic by professionals.

Eleven. No matter what the storm, when you are with God there's always a rainbow waiting.

**2002 National Training Program (NTP)**  
**Clara M. Anderson**

In October, I will be attending the National Executive Committee meeting in Chicago where the NTP theme, logo, budget, and nominees for the NTP Chair, Finance and Treasurer will be presented and voted on. The Board must approve these three positions. Patsy Leonard has agreed to be our Finance Chair and Pam Steel will be our Treasurer. The steering committee has chosen "Magic and Space – Dreams in Progress" as our theme. Karin Biega and Becky Fasulo will serve as co-chairs and we will be looking to all Chapter members for their support for this huge event. I will send out an organizational chart for everyone to review so you can see what needs to be done and what areas you would like to support.



### **MEMBER SPOTLIGHT** **Suzanne Worland**

Suzanne lives in Titusville with her husband and has one daughter, who lives in South Florida. Suzanne is a Human Resources Generalist for Boeing Space Coast Operations.

During her membership with Space Coast Chapter, Suzanne has served in several roles including the Chapter Secretary from 1997 through 1999. She has worked on most of our Special Projects since joining the Chapter and is a dedicated supporter of the Seminar.

When Suzanne is not busy with FEW or one of her many other community projects, she enjoys gardening and reading.

Suzanne is also our Member of the Year Award Recipient this year!

### **Retirement Planning** **Submitted by Vickie Hall**

### **AMERICANS LAG ON RETIREMENT SAVINGS** **Poll finds most see themselves living with less after 65**

**By David Muhlbaum, CBS MarketWatch**  
**Last Update: 5:14 PM ET Apr 26, 2000**

Despite a massive gain in retirement savings in the 1990s, more than half of American households won't have enough stored away for a comfortable retirement, according to a new analysis of consumer-finance data from the Federal Reserve.

They seem to sense it, too, according to a companion poll, which found that 59 percent of Americans believe their standard of living if they retired at age 65 would be lower than it is now.

Both study and poll were commissioned by the Consumer Federation of America and for-profit online financial-planning site DirectAdvice.com, whose goal is to turn that gloom over the future into improved retirement planning and saving.

Defining the problem: So just what is "adequate savings" for retirement?

Rather than picking a fixed standard of living, the study developed an equation comparing assets that each of the 4,309 households had on hand, weighed how those were

likely to grow over time, added in proceeds from pension plans and Social Security, and then compared that to retirement needs. Those needs were estimated as well, through a function that predicted what they'd be spending the year before they planned to retire.

By that measure, only 44 percent of American households will be ready. Household income is the greatest variable: The more current income, the greater the likelihood that the household would be prepared.

According to the analysis, only 23 percent of households with annual income of \$10,000 to \$25,000 will have adequate retirement savings, but 69 percent of those making over \$100,000 are set.

That difference was also reflected in the opinion poll, which surveyed a sample of 1,006 Americans in March. Asked if they thought they'd have enough to retire at 65, with the same or better standard of living than now, only 26 percent of households with incomes of \$15,000 to \$25,000 said yes, while 44 percent of those with household incomes more than \$50,000 shared that optimistic view.

A major factor is participation in employer-sponsored retirement plans, both the traditional defined-benefit pension plans and increasingly popular defined contribution plans like 401(k)s and 403(b)s. Lower-income workers are least likely to participate in these, according to the Fed data, often because they aren't offered one or they choose not to participate.

"Many if not most employers are not doing an adequate job of educating their employees on the meaning and value of a 401(k) plan," CFA Executive Director Stephen Brobek said. "Payroll deductions are the easiest way to save, and matched contributions provide a powerful incentive to do so."

And, according to the research, an estimated 55 percent of those who participate in an employer-sponsored plan will have enough saved for retirement, of those who don't, only 24 percent are prepared.

Save early and often.

Even workers who don't have company plans have options to draw on for their futures, such as IRAs. Americans need to do some financial planning, and most of all, save, save, save, CFA and DirectAdvice said.

"Accumulating money is much more about saving than investing," said Frank Armstrong, DirectAdvice.com's chief financial planner. "We have a society that's become very enamored with investing. But there is no substitute for saving, starting to save early."

Furthermore, "low-income households don't think they have access to high-yield accounts" such as mutual funds, Brobeck said. "Pessimism is the greatest challenge to greater saving among lower and middle-income households."

DirectAdvice.com, which offers an interactive planning service on its Web site for a fee, is providing a series of online calculators for free on the Consumer Federation site to provide a starting point for savings calculations.

The study was prepared by Ohio State economics professor University Catherine P. Montalto. The opinion poll, conducted by Opinion Research Corporation International, has a margin of error of plus or minus 3 percent.

David Muhlbaum is a personal finance reporter for CBS MarketWatch.

Article taken from the following website

<http://netscape.marketwatch.com/source/blq/netscape/archive/20000426/news/current/personal.nsp>

#### A WOMAN'S RANDOM THOUGHTS

If you love something, set it free. If it comes back, it will always be yours. If it doesn't come back, it was never yours to begin with. But, if it just sits in your living room, messes up your stuff, eats your food, uses your telephone, takes your money, and doesn't appear to realize that you had set it free ..... You either married it or gave birth to it.

Insanity is my only means of relaxation.

Reason to smile: Every 7 minutes of every day, someone in an aerobics class pulls a hamstring.



Women over 50 don't have babies because they would put them down and forget where they left them.

One of life's mysteries is how a 2 pound box of candy can make a woman gain 5 lbs.

### SPACE COAST CHAPTER WEBSITE

Debbie Ward

Don't forget to visit our FEW website at  
<http://www.ksc.nasa.gov/groups/few/>

We are also linked from the FEW National website to our Chapter.

If you have additional info for the website please contact me at 867-0832 or e-mail at  
[Deborah.Ward-1@kmail.ksc.nasa.gov](mailto:Deborah.Ward-1@kmail.ksc.nasa.gov)

### HEALTH CORNER Submitted by Vickie Hall

Below is a Suncare Safety Quiz. Please mark each question as True or False then check the answers at the bottom to see how sun conscious you are.

1. A product's SPF is a measure of how much time you can stay in the sun before you get sunburned when wearing a sunscreen compared to the time you would burn without the use of a sunscreen. T or F
2. If you are spending the day outdoors, you would only need to apply a sunscreen once. T or F
3. PABA is a necessary ingredient in all effective sunscreens. T or F
4. All sunscreens are suitable for all people. T or F
5. Newborn babies have the same suncare needs as adults. T or F
6. It's a good idea to apply a sunscreen even when the sun isn't shining. T or F
7. A person is at greater risk of sunburn while on the beach in Florida in August than when they are on the ski slopes of Colorado in December. T or F

8. Sunless tanners will give your skin a natural-looking tan but will not protect you from the sun. T or F

9. There is no difference between the terms "waterproof" and "water resistant." T or F

10. Some forms of medication can affect your ability to stay out in the sun. T or F

Answers: 1=T; 2=F; 3=F; 4=F; 5=F;  
6=T; 7=F; 8=T; 9=F; 10= T

Article taken from the following website:  
<http://www.coppertone.com>

### Space Coast Chapter Newsletter Editor Rutha Williams



This monthly publication is a means of sharing information and ideas, please send news articles or items of interest for this Newsletter to Rutha Williams at QA-D or e-mail [Rutha.Williams-1@kmail.ksc.nasa.gov](mailto:Rutha.Williams-1@kmail.ksc.nasa.gov)

Please feel free to share this Newsletter with your friends. And for anyone interested, a Membership Application is attached as the last page.

**FEDERALLY EMPLOYED WOMEN, INC.  
SPACE COAST CHAPTER  
MEMBERSHIP APPLICATION**

This form may also be used to notify the Membership Chairperson of any changes you have in personal data.  
Include name and corrected data only.

New Applicant

☐

Notice of Change

☐

Name: \_\_\_\_\_ Home Phone: \_\_\_\_\_

Home Address: \_\_\_\_\_ Birth date: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Agency/Company: \_\_\_\_\_ Work Phone: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

Committees you would like to work on or Chair:

Finance \_\_\_\_\_ Bylaws \_\_\_\_\_ Seminar \_\_\_\_\_ Programs \_\_\_\_\_  
Community Outreach \_\_\_\_\_ Legislative \_\_\_\_\_ Scholarships \_\_\_\_\_  
Sunshine \_\_\_\_\_ Environmental \_\_\_\_\_ Historian \_\_\_\_\_

Officer positions you would be interested in serving:  
President \_\_\_\_\_ President Elect \_\_\_\_\_ Vice President \_\_\_\_\_  
Secretary \_\_\_\_\_ Treasurer \_\_\_\_\_

Other areas of interest or things you would like Space Coast Chapter to address or provide  
a program covering a specific topic: \_\_\_\_\_

The following information is requested by the National Office for statistics only.

Position/Title: \_\_\_\_\_ Series/Grade: \_\_\_\_\_

Circle One:    SES    GM    GS    WG    Military    Other

Since dues are paid on a pro-rated basis, please contact the Membership Chairperson, Patsy Leonard, 867-8147, for payment amount and address.